

## **NOTIFICATION TO COUNTY MAYOR OF COMMITTEE MEETING BY MEMBERS OF MAURY COUNTY COMMISSION**

The Special Called Budget Committee met on Thursday, May 29, 2014 at 4:30 PM in the Maury County Tom Primm County Commission Room with the following Committee Members present:

RICKY SIMS, KIM WILLIS, TOMMY WOLAVER, ANDY WILHOITE, SONNY SHACKELFORD

OTHERS PRESENT: Gerald Adkison, Talvin Barner, June Beckum, Mark Blackwood, Benny Bolton, Van Bosshers, Davis Burkhalter, Scott Cepicky, Dana Gibson, Don Morrow, William Roddy, Michael Singleton, Sandy Smith, Gary Stovall, Debbie Turner, Judy Vick, Linda Whiteside, Theresa Weber, and Media.

---

### **MINUTES OF MEETING**

#### **I. CALL TO ORDER:**

Vice Chairman Sims, sitting in for Chairman Goodloe, called the meeting to order.

#### **II. OPENING PRAYER:**

Vice Chair Sims stated that Commissioner Dickey had surgery and then offered the opening prayer. He then stated that all information that the Commissioners had received was the updated information and requested that all previous information be discarded.

#### **III. CENTRAL MAINTENANCE REVISION OF PROPOSED BUDGET:**

Benny Bolton stated that the revenue and expenditure amounts had been revised, which reflect an expected surplus at the end of the year.

Commissioner Shackelford made the Motion to take the proposed budget under advisement. Seconded by Commissioner Beckum.

Commissioner Shackelford reviewed the changes with Mr. Bolton. Mr. Bolton stated that the changes were due to decreasing the communication and fuel lines.

Vice Chair Sims asked Mr. Bolton if this was a pass-through budget. Mr. Bolton stated that it was.

All in favor, Motion passes.

#### **IV. HIGHWAY DEPARTMENT REVISION OF PROPOSED BUDGET:**

The Highway Department's Sandy Smith stated that the expenditure amount in the original proposed budget was decreased. Budget Director Weber stated that there was now a new deficit amount in the budget. Sandy stated that mowers are needed and they would be purchased from the fund balance.

Commissioner Beckum made the Motion to take the proposed budget under advisement. Seconded by Commissioner Wolaver.

Commissioner Cepicky discussed the new amounts with Budget Director Weber.

Commissioner Burkhalter asked Sandy to verify that there were changes and that two mowers would be replaced. Sandy confirmed. He asked Sandy how much the raises would be. Sandy said approximately \$95,000.

Special Called Budget  
Committee Minutes  
May 29, 2014

Commissioner Shackelford asked Sandy if there was other money with the State Aid Bridge funds. She stated that it was already there.

Commissioner Cepicky asked Sandy if the pay raises would come from the fund balance. Sandy stated that it was possible. He then asked if the deficit at the end of the year be covered. Sandy stated that she cannot promise that. Budget Director Weber stated that the department has closely watched their pennies this year.

Commissioner Burkhalter asked Sandy if the County will receive FEMA funds this year. She stated that the County would not.

Commissioner Shackelford asked if the Motion made includes the raise. He was told that it did. Vice Chair Sims stated that he was under the impression that if the County approves the 3% employee pay raise, the Highway will do the same.

All in favor, Motion passes.

**V. HUMAN RESOURCES PROPOSED PAY PLAN CHANGE AND EMPLOYEE PAY INCREASE:**

Human Resources Director Dana Gibson explained that she was presenting a new pay scale, which will assist with the issue of employees who had topped out on their pay scale. She also presented the figures for a County wide employee cost of living pay increase of 3%.

Vice Chair Sims asked Director Gibson if she had worked with Mr. Russell to compile the information presented. She stated that she had. He asked if the figures reflected any raises in addition to the 3% for Highway Department employees. She stated that it only reflected 3%. He then asked Budget Director Weber how the pay increase could impact the proposed County budget. She explained that she believed the County can afford the increases.

Commissioner Wolaver asked Budget Director Weber how much the projected deficit for the County would be if the raises are given. She stated that it would be approximately \$500,000, yet she feels the County could afford the increase. He stated that he cannot support the raises.

Commissioner Shackelford asked if there was projected surplus in Fund 101. He was told that it was for the overall County budget.

Commissioner Beckum asked Highway Department Director Van Boshers if he had agreed to follow the County pay plan at one time. He stated that he had. She then asked if the Commission passed the proposal presented by Director Gibson, would he agree to it. He stated that he wanted to review the information with Director Gibson.

Director Boshers asked if the proposed 3% would come from his fund balance.

Director Gibson stated that if he decides to go over what the County approves, the overage will come from the fund balance.

Commissioner Willis stated that she would like to have more true numbers from Budget Director Weber. Budget Director Weber explained why her numbers were the truest at this point in the process.

Commissioner Wolaver asked Budget Director Weber if Director Boshers could take money from the fund balance to give additional raises. Budget Director Weber stated that Director Boshers had agreed to follow the County pay plan. Commissioner Wolaver stated that Director Boshers can still use his fund balance for the raises.

Special Called Budget  
Committee Minutes  
May 29, 2014

because it is a law. Sandy Smith stated that Director Boshers is trying to help employees who have been in their jobs receive higher pay.

Commissioner Beckum asked Director Gibson if Director Boshers does not follow pay plan if he would have to set up his own pay. Director Gibson stated that she should discuss that with County Attorney Daniel Murphy since that is a legal question.

Commissioner Cepicky asked Director Gibson what the proposed pay plan would cost. She stated about \$31,000. He then asked what the 3% pay increase would cost. She stated about \$152,000. She stated that she recommends a pay increase when accepting a new pay plan. He stated that if Director Boshers does not follow the pay plan, other elected officials will do as he is doing with employee pay increases.

Commissioner Burkhalter asked for Budget Directors opinion on the pay plan and pay increase. She stated that she believes it will be covered. He stated raises should not be paid from fund balances. He asked Director Gibson what the pay plan and a 2% pay increase would cost. She stated it would be about \$310,982. He asked if Director Boshers agrees with the County's decision, could the budget for the Highway Department be revised. Budget Director Weber stated that she believes about \$45,000 can be backed out from the budget.

Commissioner Singleton asked Director Gibson if her figures included benefits. She stated that they do.

Commissioner Beckum made the Motion to take the proposed pay plan and 3% employee pay increase under advisement. Seconded by Commissioner Willis.

Commissioner Cepicky asked if Director Boshers' budget would be adjusted and he was told it would.

Commissioner Wilhoite reviewed the proposed pay plan with Director Gibson.

Commissioner Shackelford asked Director Gibson if there was a 1% pay increase amount. She stated that there is not.

Commissioner Shackelford made the Motion to Amend the current Motion for 3% and the proposed pay plan to 2% and the proposed pay plan.

Motion failed for lack of a Second.

Commissioner Shackelford stated that this budget is the closest balanced budget he has seen and he could not support a 3% pay increase, which will increase the deficit amount.

Motion passes by Roll Call with Commissioner Shackelford voting No. (Added voting notes: Commissioner Wilhoite's vote was inaudible. Commissioner Wolaver stated that he was voting in favor only due to it being under advisement).

**VI. EMERGENCY MANAGEMENT REVISION OF PROPOSED BUDGET:**

Emergency Management Director Mark Blackwood stated that he was presenting different options for his budget. The first option was for no change in personnel. The second option was for moving the existing part-time employee to full-time. The third option was to add an additional part-time employee. Director Blackwood added that the second option would be the best option due to the existing employee's experience. Commissioner Wolaver discussed the other increase that was reflected on the proposed budget. Director Blackwood stated this was an expense from Fund 189 in previous years that had to be moved to come from his fund balance in the new year.

Special Called Budget  
Committee Minutes  
May 29, 2014

Commissioner Beckum made the Motion to Approve the moving the part-time employee to full-time employee status. Seconded by Commissioner Shackelford. Commissioner Shackelford asked Director Blackwood if it is cheaper to go to full-time status than add an additional part-time employee. Director Blackwood stated that is was.

Commissioner Cepicky asked Director Blackwood what the threshold is before Emergency Management will request a part-time employee in the future. Director Blackwood stated that if growth continues, he expects in 2 – 2 ½ years. Commissioner Cepicky asked if there was any further assistance for the office from anywhere else. Director Blackwood stated that he continues to seek further alternatives.

Commissioner Cepicky asked that the other budget increase be explained. Director Blackwood stated that it is for required equipment replacement for existing equipment. Commissioner Beckum made the Motion to take the entire Emergency Management budget under advisement as presented. Seconded by Commissioner Wilhoite. All in favor, Motion passed.

**VII. ANNOUNCEMENTS:**


Vice Chair Sims stated that there would be another work session on June 10 at 4:30 PM.

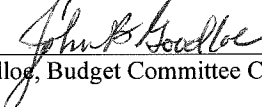
Commissioner Cepicky asked when the tax rate pennies for Central High School and Bond Agent would be discussed. Vice Chair Sims stated that they are waiting on an answer from the Comptroller's Office and hope to have on the agenda for June 12. Commission Cepicky requested that the surplus in Debt Service is reviewed to consider moving some of it to Fund 131 to help its balance.

Commissioner Burkhalter asked if he could receive the June meetings schedule. Budget Director stated that she would send it. He then asked what is on the agenda for the next meeting. Budget Director stated that June 10 was for Highway and Human Resources and June 12 was for Schools.

**VIII. ADJOURNMENT:**

A. There was a Motion made to adjourn the meeting at approximately 6:05 PM.

APPROVED   
James L. Bailey, Jr., County Mayor

SIGNED   
John Goodloe, Budget Committee Chairman